EMPLOYMENT OUTLOOK SURVEY: First Quarter 1985
Manpower, Inc.

SUMMARY OF RESULTS

The following table shows the percentage of over 11,500 employers in 352 U.S. cities who plan to increase or decrease the size of their workforce during the first quarter of 1984 (January, February, March), compared to the first quarter, 1984 and fourth quarter, 1984.

	% Planning Increase			% Planning Decrease		
	1st Qtr. 1985	1st Qtr. 1984	4th Qtr. 1984	1st Qtr. 1985	1st Qtr. 1984	4th Qtr. 1984
National	20	22	26	12	12	8
Northeast	22	21	25	11	11	7
Midwest	17	19	24	15	14	10
South	23	25	30	10	9	8
West	19	23	24	13	12	10

National Although slowed by seasonal tendencies, the employment outlook for January, February and March of 1985 continues to be healthy. The coming quarter nearly matches that of last year, which was one of the most favorable in recent years. Notable this year are the lower than usual after-Christmas reduction plans, leaving room for a more positive overall outlook.

Northeast The Northeastern states, led by the large financial centers, are second only to the South in optimism of employment outlook. Particularly favorable are the Finance, Insurance and Real Estate sector, Public Administration, Services and Durable Goods Manufacturing.

Midwest Stymied by cold weather in its construction industry and post-holiday declines in Wholesale-Retail jobs, Midwest cities face below average hiring plans. Only in Transportation and Public Utilities and Non-Durable Goods Manufacturing do Midwest employers approximate national averages. Expectations lag behind those of most other years.

South Aided by warm weather, the South once again leads the nation in job outlook. In every category, the Southern outlook exceeds national averages. The Finance, Insurance and Real Estate, Public Administration and Services sectors show the brightest pictures.

West The coming quarter represents for the Western area its weakest employment oulook in two years. Robust activity is foreseen in the Finance, Insurance and Real Estate sector and Durable Goods Manufacturing, but other industries are at or below national expectations. Anticipated hiring is substantially below the Western outlook of the first period of 1984.

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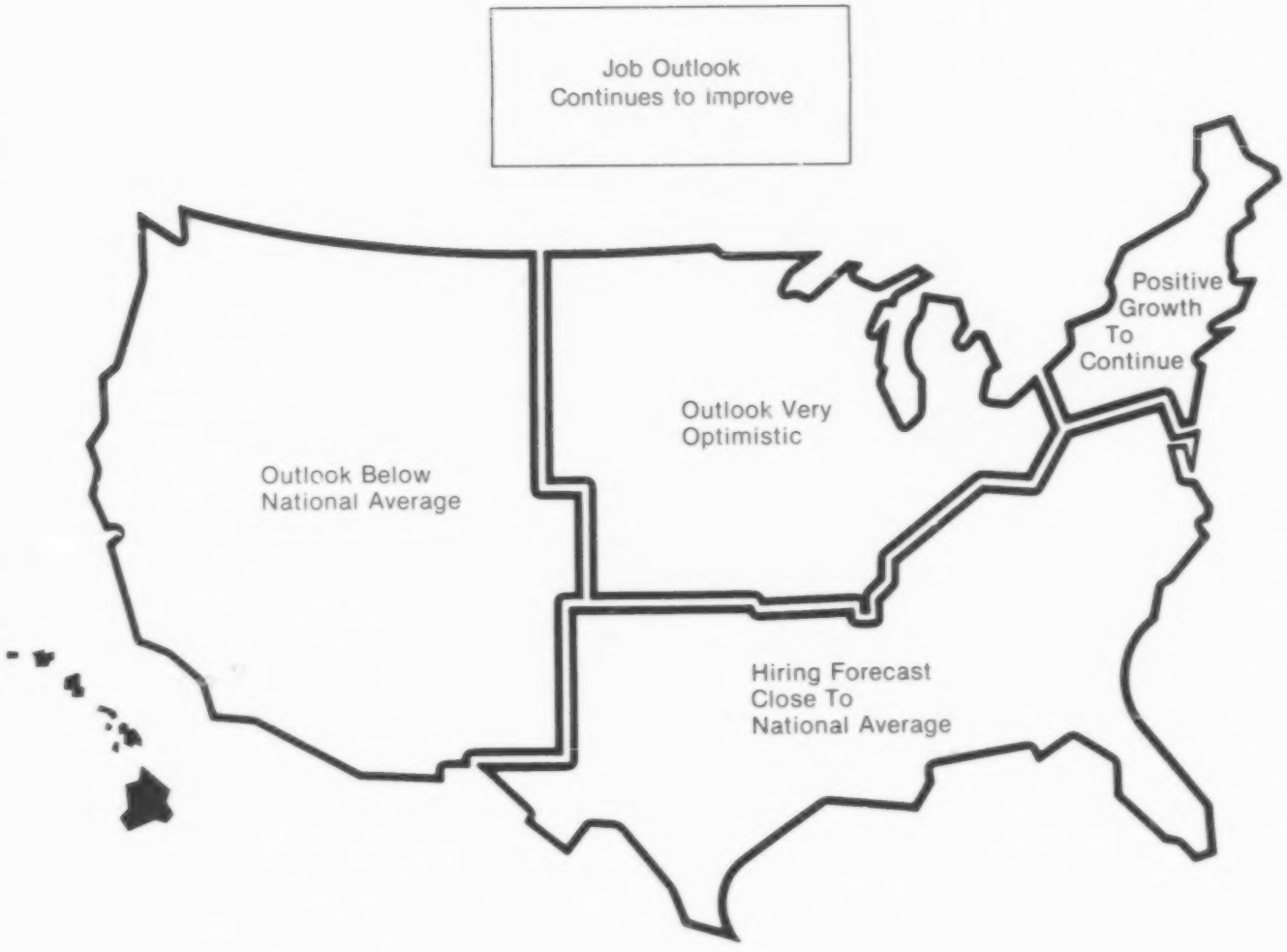
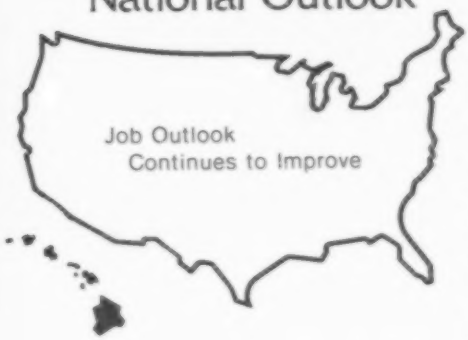
Manpower, Inc. Employment Outlook Survey

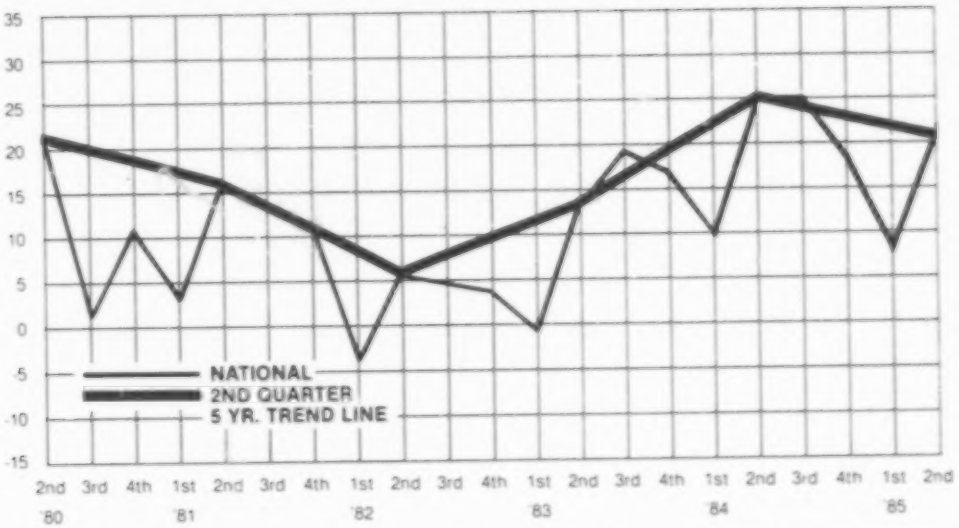
Second Quarter
April, May, June
1985



National Outlook



MEASURE OF HIRING EXPECTATIONS*



Note The annual trend line represents net employment expectations for the current quarter in relation to the same periods of previous years. These figures are not adjusted for seasonal variations.

*The Measure of Hiring Expectations is the difference between the percentage of employers predicting staff increases and those planning to decrease hiring activity.

The national hiring picture continues to develop in a positive mode as 27% of more than 12,000 employers interviewed indicated they would be hiring additional workers in the coming three months. Only 6% declared an intention to cut back from present employment levels. This represents an increase from the first quarter, which is seasonally the weakest time of the year, and nearly reaches the levels of last year's second quarter, which was the most optimistic quarter in five years.

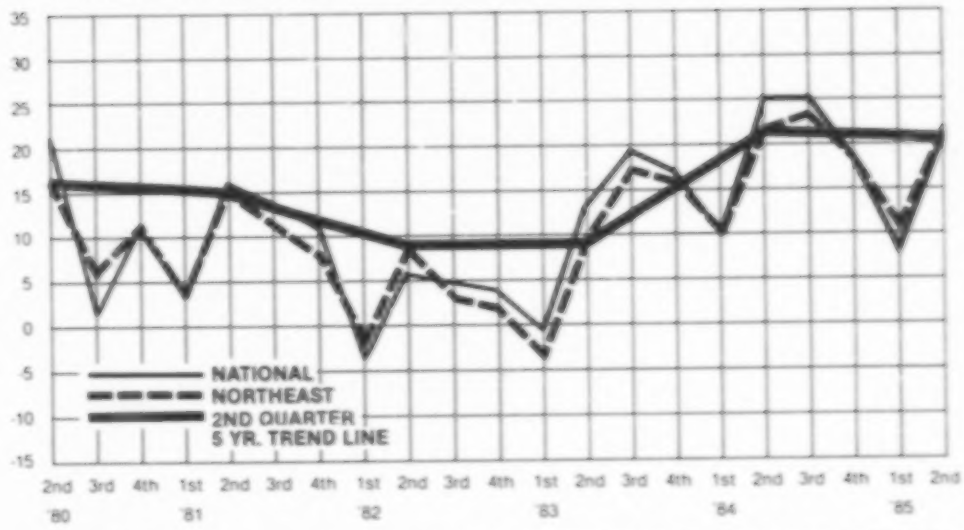
Within the various industry sectors, seasonal advances are expected in the Construction field and improvement over last quarter will come in Manufacturing; Finance, Insurance and Real Estate; and the Wholesale-Retail trades, with the strongest outlook in the Services sector. All sectors show hiring plans near or below last year. The most significant year-to-year drop occurred in Durable Goods Manufacturing, where sharp increases were recorded last year.

Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining	26	61	3	10
Construction	39	52	6	3
Manufacturing—Durable Goods	28	60	9	3
Manufacturing—Non-durable Goods	28	64	6	2
Transportation & Public Utilities	24	68	5	3
Wholesale & Retail Trade	29	62	6	3
Finance, Insurance & Real Estate	25	67	4	4
Education—Public & Private	14	77	6	3
Services	28	63	6	3
Public Administration	23	67	6	4
All Industries	27	64	6	3

Northeast

Connecticut
Maine
Massachusetts
New Hampshire
New Jersey
New York
Pennsylvania
Rhode Island
Vermont

MEASURE OF HIRING EXPECTATIONS



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Heavily impacted by seasonal conditions, Northeast companies are leaving the employment doldrums of winter behind and looking forward to staffing up for the more active spring and summer periods.

Construction jobs, dormant in the cold weather, will be plentiful in the coming quarter, as the industry shows its strongest job forecast since 1978. The same is true of Non-Durable Goods Manufacturing, although Durable Goods Manufacturers anticipate continuing the hiring pace of the first quarter, a level substantially below the second quarter of last year.

The Transportation and Public Utilities sector and Wholesale-Retail firms will surpass the highly positive staff addition levels of last April, May and June, as well as the seasonally low levels of three months ago.

Overall, the area will continue the positive growth shown in recent quarters.

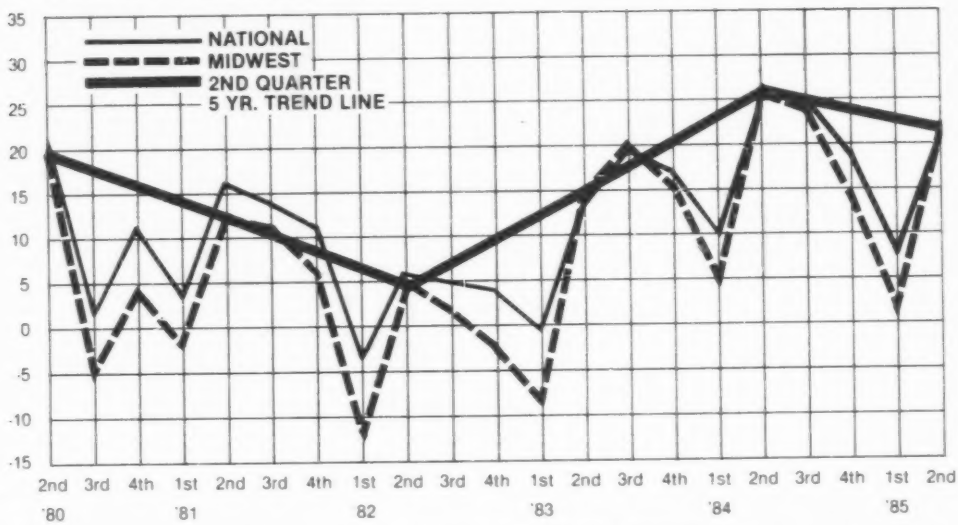
Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining*				
Construction	41	51	5	3
Manufacturing—Durable Goods	24	65	8	3
Manufacturing—Non-durable Goods	31	59	7	3
Transportation & Public Utilities	24	64	7	5
Wholesale & Retail Trade	31	62	4	3
Finance, Insurance & Real Estate	24	71	2	3
Education—Public & Private	14	80	2	4
Services	25	66	6	3
Public Administration	20	72	4	4
All Industries	27	64	6	3

* The size of the mining industry's responding sample does not permit a hiring trend forecast

Midwest

Illinois
Indiana
Iowa
Kansas
Michigan
Minnesota
Missouri
Nebraska
North Dakota
Ohio
South Dakota
Wisconsin

MEASURE OF HIRING EXPECTATIONS



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Strong seasonal gains are in view for the Construction industry, although the attitude is not as positive as last year's record-breaking second quarter. Manufacturing jobs will rebound from last quarter's low level, but remain below the extremely high levels of a year ago.

Transportation and Public Utilities firms, Services employers, and the Public Administration sector in the Midwest expect their most favorable job outlooks of the 1980's. However, private and public Education jobs have leveled out after six consecutive quarters of increase and Transportation and Public Utilities companies expect to maintain a stable position at levels that have prevailed for the past year and a half.

Although still below the exceptional levels of mid-1984, the Midwest job picture is substantially improved.

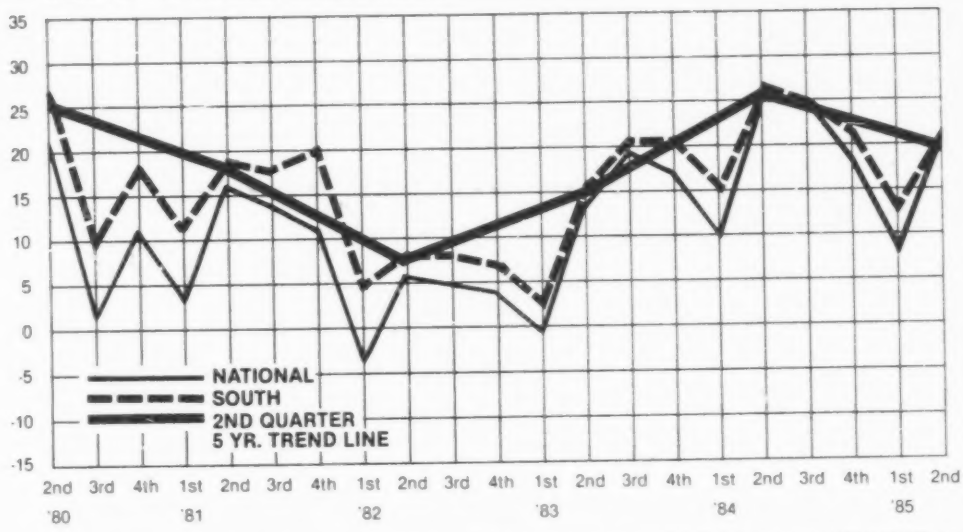
Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining*				
Construction	40	49	7	4
Manufacturing—Durable Goods	30	58	9	3
Manufacturing—Non-durable Goods	25	67	5	3
Transportation & Public Utilities	26	69	4	1
Wholesale & Retail Trade	29	63	5	3
Finance, Insurance & Real Estate	22	69	5	4
Education—Public & Private	10	76	10	4
Services	29	64	6	1
Public Administration	31	62	4	3
All Industries	28	63	6	3

* The size of the mining industry's responding sample does not permit a hiring trend forecast.

South

Alabama
Arkansas
Delaware
District of Columbia
Florida
Georgia
Kentucky
Louisiana
Maryland
Mississippi
North Carolina
Oklahoma
South Carolina
Tennessee
Texas
Virginia
West Virginia

MEASURE OF HIRING EXPECTATIONS



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Opportunities in the South, frequently the most abundant in the nation, are a bit below average for the second quarter.

While cold weather is not a problem, the South nonetheless experiences a seasonal increase in Construction jobs during the second quarter and the current year is no exception. Manufacturing industries, though ahead of last quarter, are yet a notch behind the brisk pace of last year's second quarter. The best current job opportunities are in the buoyant Services sector and in the Wholesale-Retail trades. Finance, Insurance and Real Estate, and public and private Education hiring will remain approximately at the levels of last quarter and last year.

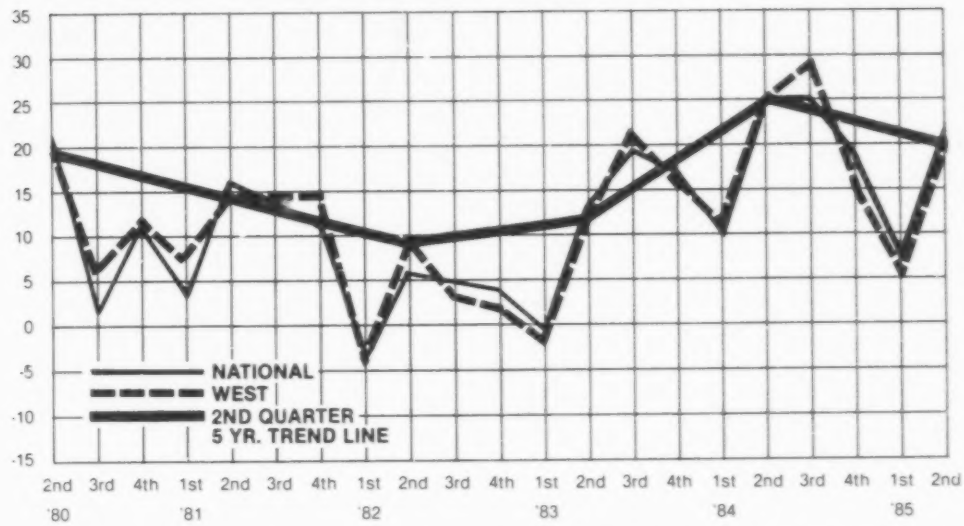
Basically, the employment plans of Southern companies now closely resemble those of the nation as a whole.

Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining	21	70	2	7
Construction	41	52	5	2
Manufacturing—Durable Goods	27	61	9	3
Manufacturing—Non-durable Goods	27	65	6	2
Transportation & Public Utilities	23	72	3	2
Wholesale & Retail Trade	28	61	8	3
Finance, Insurance & Real Estate	26	68	4	2
Education—Public & Private	15	77	5	3
Services	30	61	6	3
Public Administration	22	64	9	5
All Industries	27	64	6	3

West

Arizona
California
Colorado
Hawaii
Idaho
Montana
Nevada
New Mexico
Oregon
Utah
Washington
Wyoming

MEASURE OF HIRING EXPECTATIONS



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The employment picture in the West is substantially improved from the cloudy outlook of the past two quarters, but is still lagging a bit behind the strong performance of mid-1984.

The Non-Durable Goods Manufacturing and Finance, Insurance and Real Estate categories are more positive than they were both last quarter and one year ago. The latter experienced the most positive outlook since late 1980. The Services sector is also quite strong. Only last year did a second quarter surpass the present forecast since the start of this decade.

Western employers show only a slight propensity for cutting staff, so those presently working are likely to remain on the job, while actual hiring intentions are quite favorable.

Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining	38	44	0	18
Construction	31	59	7	3
Manufacturing—Durable Goods	32	55	11	2
Manufacturing—Non-durable Goods	30	62	6	2
Transportation & Public Utilities	22	66	6	6
Wholesale & Retail Trade	24	66	8	2
Finance, Insurance & Real Estate	28	61	6	5
Education—Public & Private	18	76	5	1
Services	28	63	5	4
Public Administration	19	73	3	5
All Industries	26	64	7	3

MANPOWER
TEMPORARY SERVICES
International Headquarters
5301 N. Ironwood Road. Milwaukee. WI 53217

The quarterly Employment Outlook Survey is conducted as a public service of Manpower, Inc. The survey was designed and is administered by Manpower's International Research Department, utilizing a statistically representative sample of more than 12,000 large public and private employers from among ten industrial sectors in 367 U.S. cities.

The second quarter 1985 survey is a measurement of employment plans for the permanent workforce and is based upon interviews conducted with the survey sample immediately prior to March 1, 1985.

The survey results reflect the intentions of the sample employers interviewed. Some of these intentions may change unexpectedly upon the conclusion of the survey.